

Assembly Bill No. 43

Passed the Assembly September 12, 2001

Chief Clerk of the Assembly

Passed the Senate September 10, 2001

Secretary of the Senate

This bill was received by the Governor this _____ day of
_____, 2001, at _____ o'clock __M.

Private Secretary of the Governor

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CHAPTER _____

An act to add Sections 8247, 8248, 8249, and 8250 to the Government Code, relating to public employment.

LEGISLATIVE COUNSEL'S DIGEST

AB 43, Wesson. Public employment.

Existing law established a state civil service system and provides for a Commission on the Status of Women to enable women to make the maximum contribution to society.

This bill would require the commission to evaluate the compensation and classification plans for state civil service and related employees and the employees of the University of California, Hastings College of the Law, and the California State University and to determine where compensation and classification inequities exist, based on comparability of the value of work. It would require the commission to report to the Legislature and the parties meeting and conferring under the Ralph C. Dills Act and the Higher Education Employer-Employee Relations Act, and would require the commission to hire staff or contract for services as required, pursuant to specified procedures.

This bill would specify that the commission would be an advisory commission only and that there would be no right or obligation to implement the findings of the commission without further legislation that specifically authorizes that the evaluations, determinations, and findings of the commission be implemented.

This bill would provide that specific provisions of the bill shall not be implemented unless or until funds are appropriated by the Legislature in the annual Budget Act or another statute.

The people of the State of California do enact as follows:

SECTION 1. Section 8247 is added to the Government Code, to read:

8247. It is hereby declared to be the public policy of the state to attempt to achieve an equitable relationship between the comparability of the value of work performed by persons in state service and the compensation and classification plans within the state system. To further this end, a bias-free job evaluation system



needs to be developed for all jobs in state service, across job families to rank jobs in order, to set salaries, and to create career ladders for advancement according to the value of the work performed.

It is the intent of the Legislature that the provisions of Section 8248 shall not be self-executing and that the findings of the commission shall not be implemented unless further legislation specifically authorizes that these findings be implemented in whole or in part.

SEC. 2. Section 8248 is added to the Government Code, to read:

8248. The commission shall do all of the following:

(a) Evaluate the compensation and classification plans for state civil service and related employees and the employees of the University of California, Hastings College of the Law, and the California State University conferred under the Higher Education Employer-Employee Relations Act on the basis of objective, job-related criteria in order to advise the Legislature of the explicit worth or value of those services and positions.

(b) Determine where compensation and classification inequities exist based on comparability of the value of work, giving primary consideration to identifying and correcting inequities between female dominated and male dominated classes of employees in state service.

(c) Report, by January 1, 2003, to the Legislature and to the parties meeting and conferring pursuant to Sections 3517 and 3570 all findings as may be required in order to implement the principles of equitable compensation and classification based on comparability of value of work as part of the state compensation and classification plans and negotiated agreements, including, but not limited to, factor values, comparative job ratings, gender makeup of all job classifications, present salary structures, policy recommendations, and annual cost estimates for the implementation of an equitable compensation program.

(d) This section shall not be implemented unless and until funds are appropriated by the Legislature in the annual Budget Act or another statute.

SEC. 3. Section 8249 is added to the Government Code, to read:



8249. With respect to its duties under Section 8248, the commission shall be an advisory commission only, and there shall be no right or obligation on the part of the state, or the parties meeting and conferring, to implement the findings of the commission without further legislation that specifically authorizes that the evaluations, determinations, and findings of the commission be implemented.

SEC. 4. Section 8250 is added to the Government Code, to read:

8250. (a) The commission shall hire staff or contract for those experts or technical and professional services as may be required for the completion of the study required by Section 8248. Staff hired pursuant to this section shall be hired in compliance with the State Civil Service Act (Part 2 (commencing with Section 18500) of Division 5 of Title 2). Contracts awarded pursuant to this section shall be in compliance with Section 19130.

(b) This section shall not be implemented unless and until funds are appropriated by the Legislature in the annual Budget Act or another statute.



Approved _____, 2001

Governor

